

CGHR

A NEWSLETTER FOR THE COAST GUARD
HUMAN RESOURCES COMMUNITY



AUGUST 27, 2013

ON THE RADAR SCREEN

Human Capital Institute webcast (registration required)



The Times Are A'Changing: What Generational Differences Mean for Employee Engagement

This session will provide a summary of what engages workers of different age groups. It will also contain proven best practices organizations can use to recruit, engage, and retain different generations within the workforce.

Wednesday, September 4 • 3:00pm EDT

To register, go to <http://www.hci.org/lib/times-are-changing-what-generational-differences-mean-employee-engagement>

Prosci Change Management

Prosci's fourth webinar series of 2013 is on the calendar - a series to help you provide strategic direction, context and justification for change management.



UPCOMING WEBINARS

Wed, Aug 28, - 11:00 AM EDT or Thurs, Aug 29 - 4:00 PM EDT	Five Tenets of Change Management
Wed, Sept 4 - 11:00 AM EDT or Thurs, Sept 5 - 4:00 PM EDT	Business Case for Change Management
Wed, Sept 11 - 11:00 AM EDT or Thurs, Sept 12 - 4:00 PM EDT	Change Management ROI

To register for your free webinar go to: <http://www.change-management.com/webinars.htm>

ARTICLES AND RESOURCES

10 Things I Learned the Hard Way About Leading

<http://artpetty.com/2013/05/07/new-leader-tuesday-10-things-i-learned-the-hard-way-about-leading/>

Impatience as a Leadership Virtue

<http://letsgrowleaders.com/2013/08/22/impatience-as-a-virtue/#>

Cubicle Etiquette

<http://jillbremer.com/articles/etiquette/cubicle-etiquette/>

Break Room Etiquette

<http://jillbremer.com/articles/etiquette/break-room-etiquette/>

Consumer Action Handbook, includes:

- ◆ Downloadable templates for a sample complaint letter (MS Word) and social media will (MS Excel).
- ◆ Easy access to tools that can help you get updates about product recalls, calculate college costs, check the background of an investment professional, compare health care providers, or conduct a home inventory.
- ◆ How-to videos on getting a free credit report, protecting your privacy in everyday life, avoiding job search scams, and more.
- ◆ Infographics to help you navigate a purchase, file a consumer complaint, and understand your credit card statement.

<http://www.usa.gov/topics/consumer/interactive/index.html>

RECENT FLAG VOICES

Flag Voice 394 - 2013 Career Retention Screening Panel (CRSP) Results - <http://www.uscg.mil/hr/flagvoice/fv394.asp>

Flag Voice 393 - CG SUPRT: Family Care and Education Familiarization - <http://www.uscg.mil/hr/flagvoice/fv393.asp>

All Flag Voices are online at <http://www.uscg.mil/hq/cg1/flagvoice/default.asp>

TIPS AND TRICKS

A crash course in verbs

<http://impertinentremarks.com/2013/08/a-crash-course-in-verbs/>

Get to the Point: Writing Succinctly

<http://www.walkersands.com/Blog/get-to-the-point-writing-succinctly/>

CG Portal: How to Use Short Link For A Non-CG Portal Address

This is an ideal way to shorten a URL for easy use in an ALCOAST: <https://cgportal2.uscg.mil/cgportalhelp/HowTo/Pages/Use%20Short%20Link%20For%20Non-CG%20Portal%20Address.aspx> (or shortlink: <https://cglink.uscg.mil/b3b2ea45>)

NEW FACES IN CG - 1

Welcome –

- ◆ CDR Aaron Middlekauff to CG-1122
- ◆ LCDR Jeremy Anderson to CG-12A
- ◆ LCDR John Codd to CG-1311
- ◆ LTJG Luke Maleski to CG-131
- ◆ LTJG James Feeney to CG-1221
- ◆ CWO Anthony Giaccone to CG-1311
- ◆ Christopher Hill to CG-1131
- ◆ Pik Ng to CG-113

Congratulations –

People First Award Winners

- ◆ *Individual Award:* Demont Simpson
- ◆ *Team Award:*
St. Elizabeths Move Coordinators:
LT Sam Andriessen
Dan Blechel
FSC Mary Brooks
CWO Mike Duchossois
Alice Fleming
CWO Walter Isom
CDR Cynthia Lederer
CDR Tom Olenchock
LCDR Brian Potter
PERS3 Johnny Reese
LTJG Mark Sanchez
Charles Varhol
CDR Mike Wampler
YN1 Carleton White

Let us welcome the new faces in your office. Send their names, along with their previous assignment or agency and their new office location to the [CGHR Editor](#).

Take the time to *LifeSpeak* this month ...
anytime, anywhere!



"Ask the Expert" Web Chat (registration required)
Available through CG SUPRT

Back to School Time,

Beverley Cathcart-Ross, Parent Educator, will discuss tools and strategies to help you and your children cope with all its related issues, such as getting out of the house in the morning, transitioning to a new school, homework struggles and bullying.

Please note: users may ask questions in either French or English and choose to view the web chat in any one of a dozen languages.

Wednesday, September 11 • 12:00 ET

Sign up at <http://ondemand.lifespeak.com/asktheexpert/>

LifeSpeak On Demand Library (video and audio options)

Diabetes 101

Watch and learn from expert Dr. Pamela Allweiss, MD, Consultant at Centers for Disease Control and Prevention. Topics include:

- ◆ What is Diabetes?
- ◆ Daily Life
- ◆ Treatment Options
- ◆ Yes, Type 2 Diabetes is Preventable

To watch these videos, or to download the audio MP3 files, go to http://cgsuprt.lifespeak.com/Volume_Details.aspx?vid=46&cid=260

Watch many more speakers and videos by visiting <http://cgsuprt.lifespeak.com/Default.aspx>

Services are free and confidential, within the limits of the law. Eligible members include USCG Active Duty members, civilian employees, members of the Selected Reserve, and their family members.

To find out about additional services, visit www.CGSUPRT.com

The next issue of CGHR: On the Radar
Screen will be sent on September 24.

VOLUNTEER REPORTERS WANTED. Your
story ideas and events are always
welcomed. Send them to the [CGHR Editor](#).

SEMPER PARATUS

Back issues of CGHR are archived on CG
Portal - <https://cglink.uscg.mil/2dfb4a63>
(path: Communities > Human Resources
Community of Practice > Human Resources
Library > CGHR)

RECENT MESSAGES

ALCOAST 357/13 : EXTENSION OF BENEFITS FOR MARRIED SAME-SEX MILITARY MEMBERS (only available on CGMS at press time)

ALCOAST 346/13 : HIRING OUR HEROES MILITARY SPOUSE EMPLOYMENT EVENTS - https://cgportal2.uscg.mil/library/generalmessages/General%20Messages/GENMSG2013/ALCOAST/346-13_alcoast.txt

ALCOAST 343/13 : 2014-2015 WHITE HOUSE FELLOWS PROGRAM - https://cgportal2.uscg.mil/library/generalmessages/General%20Messages/GENMSG2013/ALCOAST/343-13_alcoast.txt

ALCOAST 332/13 : PROTECTING COAST GUARD SENSITIVE INFORMATION - https://cgportal2.uscg.mil/library/generalmessages/General%20Messages/GENMSG2013/ALCOAST/332-13_alcoast.txt

ALCOAST 325/13 : CHANGE TO TUITION ASSISTANCE (TA) PROGRAM - http://www.uscg.mil/announcements/alcoast/325-13_alcoast.txt

Messages authorized for internet release are available on the WWW at www.uscg.mil/announcements/. The internal message archive is located on CG Portal at <https://cgportal2.uscg.mil/library/generalmessages/SitePages/Home.aspx>

CG ALL HANDS BLOG

“Alerting” the Coast Guard

<http://allhands.coastguard.dodlive.mil/2013/08/26/alerting-the-coast-guard/>

From the Homefront: Finding the right school

<http://allhands.coastguard.dodlive.mil/2013/08/22/from-the-homefront-finding-the-right-school/>

Military Campaign Office takes all-hands-on-deck approach to eliminating sexual assaults from Coast Guard

<http://allhands.coastguard.dodlive.mil/2013/08/15/military-campaign-office-takes-all-hands-on-deck-approach-to-eliminating-sexual-assaults-from-coast-guard/>

CGSUPRT: Health and wellness coaching

<http://allhands.coastguard.dodlive.mil/2013/08/09/cgsuprt-health-and-wellness-coaching/>

From the Homefront: Adjusting to a new duty station

<http://allhands.coastguard.dodlive.mil/2013/08/08/from-the-homefront-adjusting-to-a-new-duty-station/>

Junior personnel provide insights into eliminating sexual assault from the Coast Guard

<http://allhands.coastguard.dodlive.mil/2013/08/07/junior-personne-provide-insights-into-eliminating-sexual-assault-from-the-coast-guard/>

Tuition Assistance: Expanded eligibility through Sept. 30

<http://allhands.coastguard.dodlive.mil/2013/08/06/tuition-assistance-expanded-eligibility-through-sept-30/>

Working for the present, building leaders for the future

<http://allhands.coastguard.dodlive.mil/2013/07/31/working-for-the-present-building-leaders-for-the-future/>

Save the Coast Guard All Hands Blog to your favorites or sign up to subscribe at:

<http://allhands.coastguard.dodlive.mil/>

A HISTORY OF THE CUBICLE

HERMAN MILLER RESEARCH

He researches how offices function - especially how this relates to the use of furniture.



1950's

GERMANY AND THE UNITED KINGDOM



"Office Landscapes," free-standing desks with free standing partitions are popularized.

The pedestal desk's rise in popularity aids the growth of this landscape.

1960's

1963

ACTION OFFICE I

Miller's research enabled his corporation to develop a plan - featuring workspaces of varying height. George Nelson designs the Action Office I.

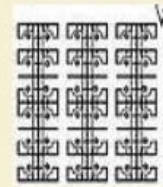
ACTION OFFICE SALES 1978 TO 2005 TOTALED \$5 BILLION.



1970's

FIRST APPEARANCE:

The first offices to incorporate the Action Office design was the Federal Reserve Bank of New York.



1978

ACTION OFFICE II



The new lineup of products, after Nelson went back to the drawing board, was a huge success.

The new product was renamed simply "Action Office."

1980's

DILBERT COMIC STRIP IS PUBLISHED



Scott Adams publishes his first Dilbert comic strip on April 16th, 1989. Dilbert is known for satirical office humor about a white-collar, micromanaged office, often taking place in cubicle-like settings.

1989

2010